



MINISTRY OF LABOUR AND NATIONAL SERVICE

REPORT ON THE ENQUIRY  
INTO THE  
EFFECTS OF NATIONAL SERVICE  
ON THE EDUCATION AND  
EMPLOYMENT OF YOUNG MEN



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# REPORT ON THE ENQUIRY INTO THE EFFECTS OF NATIONAL SERVICE ON THE EDUCATION AND EMPLOYMENT OF YOUNG MEN

## Introduction

1. Apart from a few weeks before the outbreak of war in September, 1939, it is only within the last ten years that Great Britain has had conscription in peacetime. The effect of the present two-year break in young men's careers is a subject which has aroused wide public interest and concern. In order to obtain more definite information than has hitherto been available about the effect of National Service upon the education and employment of young men, the Minister of Labour and National Service, on the advice of the Advisory Council on the Relationship between Employment in the Services and Civilian Life, decided to carry out a special enquiry among a representative sample of National Servicemen after they had returned to civilian life. The purpose of the enquiry was to find out whether National Service gives rise to problems bearing upon the employment, vocational guidance and resettlement of young men on which some action should be taken, either by the Government or industry, so as to avoid waste of manpower or of ability.

## Scope of the Enquiry

2. In order to find out what had been the experience of a typical cross-section of ex-National Servicemen, all men who completed their two years' service in September, 1953 (the equivalent of about 10 per cent. of the yearly National Service intake into the Forces) were invited to call at an Employment Exchange and give information about what they had done before enlistment, during their Service and after their return to civilian life. The month of September was selected since a number of young men who have stayed on at school or university or who are going to the university after National Service are called up during that month and no other month would have provided a good sample of this class of student. A sample from an earlier year than 1953 would not have included a representative sample of young men who had had an opportunity to complete apprenticeships before call-up under the post-war arrangements. Men leaving the Forces in September, 1953, were therefore chosen as being the best all-round sample of National Servicemen: they would include university students, and those still in the course of completing their education; men who had served apprenticeships and men who had had professional training; as well as men who had left school at 14 or 15 years of age and had already had several years of employment. The choice of September in order to obtain a sample which would cover a fair number of men going into National Service at every educational level, meant however that a larger proportion of men who have stayed on at school or gone on to higher education were included than would be the case in an average month's intake of National Servicemen. It should be emphasized that the enquiry was limited to ex-National Servicemen; it did not cover men who signed on for a three year period of Regular Service instead of only two years' National Service nor did it include men who, during their National Service, decided to transfer to the Regular Forces.

### **How the Enquiry was carried out**

3. The enquiry was carried out in June/July, 1954, nine months after the men had returned to civilian life.

4. The total number of National Servicemen who were discharged from the Forces in September, 1953, was 13,436. 426 men were excluded from the enquiry because they had gone abroad or lived too far from the Employment Exchange for it to be reasonable to ask them to come for an interview. All the rest were sent personal letters of invitation by the Managers of the Employment Exchanges nearest to their homes, asking them if they would call at the Exchange, at a time convenient to themselves, to talk about their experiences. Every effort was made to fit in with what would best suit the men's own arrangements. They were offered appointments outside the normal office hours and were told that the interview could take place at another Employment Exchange, for example, near their place of work, if that would be more convenient. Officers from the Exchanges also visited the men in their homes in cases where the men said that they were unable to come to an Employment Exchange or where it seemed worthwhile trying to persuade men to co-operate in the enquiry even though they were unwilling to come to the Employment Exchange.

5. 10,708 men, or 80 per cent. of those discharged in September, 1953, took part in the enquiry. 1,884 or 14 per cent. were unwilling to co-operate and 418 could not be traced. Bearing in mind that the enquiry was entirely voluntary, the response can be considered good and one that gives a sample on which it is justifiable to base some general conclusions.

6. The interviews were kept quite informal and the men themselves were not asked to fill in any forms. The interviewing officer put to each man a number of questions and, on the answers given, completed a special interview record form which had been devised in such a way that the details could be transferred to punched cards and the statistical analysis done by machines. The information asked for on the interview record form was designed to trace a man's educational, industrial and Service history from the time of leaving school or university (or other course of full-time further education) up to the time of the interview. Valuable help was given by the Service Departments and by the Education Departments in devising the form of some of the questions and in drawing up notes for the guidance of the interviewing officers on how the questions were to be interpreted. As the interview record forms were to be completed by a large number of interviewing officers in Local Offices up and down the country, and as the answers had afterwards to be transferred to punched cards, the questions were purposely drawn up so as to admit, wherever possible, of simple factual answers. In some questions however an element of judgment or interpretation of the facts on the part of the interviewing officers was inevitable; instructions were issued which, it is hoped, have ensured a fair degree of uniformity of the bases on which the judgments were reached by interviewing officers.

### **Analysis of Results**

7. The enquiry was intended to throw light on how the impact of National Service both before, during and after their period of Service affects young men's employment or their career prospects. The material collected has therefore been analysed to give information on the following points:—

- (1) The extent to which the men were settled or unsettled, either in employment or in education, after doing their National Service.
- (2) The extent to which the degree of "settlement" or "unsettlement" varied between ex-National Servicemen with different educational, industrial and Service backgrounds.

- (3) How National Service had affected the men's outlook towards their pre-Service employment.
- (4) How the prospect of National Service had influenced the men's chances of employment before they were called up.
- (5) The extent to which the men followed a Service occupation related to their industrial training or education before enlistment.

Section A of the report deals with points 1-3, Section B with point 4 and Section C with point 5.

## **A. AFTER NATIONAL SERVICE : RESETTLEMENT IN CIVILIAN LIFE**

8. It should be emphasised that the findings in this section of the report relate to the men's position in civilian life nine months after their discharge from the Forces.

### **Definition of the Categories**

9. For the purpose of assessing whether or not a man was to be regarded as satisfactorily settled in civilian life after doing his National Service, five main categories were adopted :—

- I. Satisfactorily settled industrially.
- II. Satisfactorily settled educationally.
- III. Unsettled industrially.
- IV. Unsettled educationally.
- V. Uncertain.

It was necessary to give precise definition to the first four of these categories and this inevitably involved applying conditions which are to some extent arbitrary in character. There can however be no doubt that the most important considerations bearing upon a man's resettlement after his Service include the type of employment he had taken up, whether he had remained in it and, if not, how many changes he had made. They would similarly include the type of educational course being pursued and whether it had been completed. Taking all such considerations into account together with the fact that, at the time of the interview, the men had been back in civilian life for nine months it was felt reasonable to define the categories as follows :—

### **I. Satisfactorily settled industrially**

- (1) Those who took up regular employment and were either still in the same job or had made only one change to other regular work.
- (2) Those who entered on apprenticeship or other systematic training with an employer and were either still so occupied or had made only one change to other regular employment.
- (3) Those who took a stop-gap job but had since found other work in which they were still employed.

### **II. Satisfactorily settled educationally**

Those who entered a full-time educational course which they were still pursuing.

### **III. Unsettled industrially**

- (1) Those who took up regular employment or apprenticeship or other systematic training with an employer but had left it and had had two or more jobs since.

- (2) Those who took up stop-gap employment and were either still in the same job (i.e. still looking for regular employment), or, although they had left the stop-gap job, had had three or more jobs since.
- (3) Those who were unemployed at the date of interview.

#### IV. Unsettled educationally

Those who entered a full-time educational course but had left it because they disliked the return to studies.

#### V. Uncertain

All men who did not fall into any of the above categories.

### Analysis of the Total Sample by Categories (Table I of the Appendix)

10. Table I shows the number and percentages of all men included in the sample who, on the basis of the facts recorded (interpreted in accordance with the categories described in the preceding paragraph) were settled or unsettled either in employment or in further education. The findings based on the factual analysis are set alongside analyses, firstly, of the men's opinions on how National Service had affected their position and, secondly, of the interviewing officers' opinions on whether the men had an employment problem attributable to National Service.

11. The factual analysis shows that 9,697 men out of 10,708 (90.6 per cent.) were settled, 8,598 (80.3 per cent.) in employment and 1,099 (10.3 per cent.) in further education. The interviewing officers' assessments confirm that the great majority of these men—93.5 per cent. of those counted as settled in employment and 96.6 per cent.\* of those counted as settled in further education—had no resettlement problem. It will be noticed that interviewing officers considered 5.6 per cent. of the men in the "Settled in industry" category to have a resettlement problem, and this reflects the fact that some men in regular employment (and therefore classified as settled) were thought to have qualifications and experience for a better type of job.

12. The 681 men classified as "Unsettled in industry" were made up as follows:—

Those who took up regular employment but had left it and had had two or more jobs since, or who were unemployed at the date of interview	479
Those who took up apprenticeship or other systematic training with an employer but had left it and had had two or more jobs since, or who were unemployed at the date of interview	25
Those who took up stop-gap employment and were still in the same job (i.e. still looking for regular employment)	58
Those who took up stop-gap employment and, although they had left it, had had three or more jobs since, or who were unemployed at the date of interview	85
Those who had had no job since discharge	34
<b>TOTAL</b>	<b>681</b>

The interviewing officers considered that only 23.3 per cent. of the men classified as "Unsettled in industry" had a resettlement problem, and that 75.2 per cent. of them had not: some of the latter no doubt had employment

\* This figure comprises the 92.3 per cent. considered by the interviewing officers to have no resettlement problem plus the 4.3 per cent. about whom no opinion was expressed. It seems reasonable to include the 4.3 per cent. since interviewing officers were asked to say whether a man had a "problem of employment". Where no opinion was expressed this was presumably because the question did not seem relevant to men who were in full-time education.

problems but they were not attributable to National Service. In forming his opinion, the interviewing officer would have in mind a man's pre-Service employment record: if he had been in and out of a number of jobs or had had spells of unemployment before call-up, i.e., if he had been a "drifter" previously then the fact that he was still "drifting" could not reasonably be attributed to his having had to do National Service.

13. The men's own opinions on how National Service had affected their work or prospects should, perhaps, be treated with reserve. The question was put in the form of whether a man thought that because of National Service he was (a) in a better position; (b) in a worse position; (c) about the same: he was not asked to give any reasons. There had been some hesitation in including this question since the enquiry was intended to be essentially a fact-finding exercise and not concerned with matters of opinion. In deciding what weight should be given to the men's own opinions on how National Service had affected their position, allowance should be made for the likelihood that anyone who had any sort of "grouse" against National Service or who simply thought he had lost time in his career would be likely to say that National Service had left him worse off. It was therefore unexpected to find that the student group i.e., those who were shown as settled in further education, had the highest proportion of men (35.7 per cent.) who thought their prospects had improved as a result of National Service.

14. The general conclusion which it would appear reasonable to draw from Table I is that while National Service inevitably involves disturbance in civilian careers, it does not, for the large majority of men concerned, create any special employment problem. At the same time, it must be remembered that this conclusion is based on the experience of men who took part in the enquiry: there is, of course, no means of knowing how many problem cases there were among the 2,728 men who did not take part.

#### **Analysis of Particular Groups (Table II of the Appendix)**

15. Table II divides the sample into a number of groups based on:—

- (a) type of education or training before enlistment;
- (b) number of jobs held before enlistment;
- (c) age on enlistment

and analyses these groups to show the proportion of men in each who were settled or unsettled either in employment or further education.

#### **Age on leaving school or full-time course of further education**

16. Group 1 in Part I (of Table II)—men who left school before the age of 15 years 6 months—relates mainly to what are now known as secondary modern school leavers in England and Wales, and junior secondary school leavers in Scotland. Groups 2, 3 and 4 together—those who left school after reaching the age of 15 years 6 months—relate mainly to men who had attended secondary grammar schools in England and Wales and senior secondary schools in Scotland. A small proportion in groups 2 to 4 would have attended secondary technical schools or full-time courses at technical colleges or institutes. The men who left school after reaching the age of 15 years 6 months showed a higher degree of satisfactory resettlement than those who left school before 15 years 6 months. The proportion of men who were settled, either in industry or in further education, ranged from 91.5 per cent. to 96.4 per cent. in groups 2 to 4; in group 1 (representing



56.3 per cent. of the total sample), 88.3 per cent. of the men were satisfactorily settled in industry. The 8.8 per cent. in this group shown as "Unsettled in industry" would cover a very high proportion of the 681 cases recorded in Table I as unsettled. As was to be expected in view of the make up of the sample a large number (52.5 per cent.) of the men who were still at school or following a full-time course of further education less than 3 months before call-up continued their education after National Service.

#### **Grammar School leavers with School Certificate, Higher School Certificate, General Certificate of Education or Scottish Leaving Certificate**

17. Some of the men covered by the enquiry had taken the old School Certificate and Higher School Certificate examinations and others the examination for the new General Certificate of Education. In order to divide the men into comparable groups the old School Certificate was regarded as equivalent to the General Certificate of Education with passes at the "ordinary" level in four or more subjects (Group 5) and the old Higher School Certificate as equivalent to the General Certificate of Education with passes at the "advanced" level in two or more subjects (group 6). The same correlation was made between the new Scottish Leaving Certificate and the old Senior Leaving Certificate and the men included in the above groups.

18. Of those who had obtained a School Certificate or General Certificate of Education with passes at the "ordinary" level in four or more subjects, 94.3 per cent. were satisfactorily settled, 76 per cent. in industry and 18.3 per cent. in further education. The percentage satisfactorily settled among those who had obtained a Higher School Certificate or General Certificate of Education at the "advanced" level in two or more subjects was very slightly lower, amounting to 92.9 per cent. but a much greater proportion than in the former group was settled in further education (62.8 per cent.). The high percentage of men in this group who were settled in further education reflects the special arrangements that are made to call-up during the month of September men who are planning to go to the University after doing their National Service. The fact that so many of these men kept to their university plans suggests that National Service does not create any very serious disruption in the attitude of young men towards further academic training. As a matter of interest, 17.2 per cent. of all the men interviewed obtained some form of educational certificate whilst serving in the Forces.

#### **University Graduates and other Full-time Students**

19. The percentage settled among university and other full-time students (group 7) was lower than for the two preceding groups, being about 88 per cent. both for those who had passed their final examinations and for those who had failed them. Students who had successfully completed their course before doing National Service would in general have had no experience of employment before being called up and 8.1 per cent. of those were classified as "Uncertain". The sample included only 53 students who had failed their examinations before call-up: of these, 71.7 per cent. were settled in industry and 17 per cent. in further education, while 7.5 per cent. were "Unsettled in industry".

#### **Apprentices and others who had had systematic training with an employer**

20. Group 8 relates to craft apprentices, learners and others who, although not indentured apprentices, were under training recognised as leading to skilled craftsmen's status. The group also includes a small number of student apprentices and others who had received training under articles or the equivalent leading to professional status.

21. Of the 2,831 men who had completed their training before call-up, 2,668, or 94·2 per cent., were settled in industry. This high degree of satisfactory resettlement may be largely attributed to the fact that these men on re-entering employment after their National Service had the status of skilled or fully qualified men.

#### **Detailed analysis of those who had not completed their training before call-up**

22. 1,652 of the men in group 8 did not complete their training before enlistment. Some of these men were being trained under arrangements that were not recognised as qualifying for deferment. It is also possible that some of the men may have exaggerated their position, so that some who were undergoing no more than a short period of "training on the job", may have been included in this group. Nevertheless the number of men who said that their course of training was not completed before enlistment seemed high and a detailed occupational analysis was made.

23. About 1,100 of the 1,652 men, or 66·6 per cent., were being trained in occupations for which deferment would have been granted if they satisfied the conditions laid down, e.g. were training under a recognised training scheme. 135, or 8·2 per cent., were in occupations for which deferment might have been granted. 417, or 25·2 per cent., were in occupations for which deferment would not have been granted.

24. Of these 1,100 men who were in occupations for which deferment would normally be granted, 765 (69·5 per cent.) were stated not to have applied for deferment: included in the 765 are probably a number of men who applied for and were granted deferment, but who did not take advantage of it for long enough to complete their training. 136 (12·4 per cent.) applied for deferment but were refused because they did not satisfy the conditions, and 199 (18·1 per cent.) said that their training was not completed for reasons which had nothing to do with deferment. Despite the fact that their training had not been completed, 907 or 82·5 per cent. of the 1,100 returned to the occupations in which they were training before enlistment and only 193, or 17·5 per cent., were lost to other employment.

25. Similar analyses were made in respect of the 135 men who were in occupations for which deferment might have been granted and of the 417 men who were in occupations for which deferment would not have been granted. These showed—although the figures were very small—that in both cases about the same proportion (just over 80 per cent.) of men returned to the occupations in which they had had some pre-Service training.

26. To sum up, out of the total of 1,652 men who did not complete their training before enlistment, 1,115 or 67·5 per cent., had either not applied for deferment or had decided not to take advantage of deferment for the full period for which it might have been granted to enable them to finish their training: in only 181 cases, or 11 per cent., was deferment refused. Nevertheless, 37·2 per cent. resumed their training after National Service and 45·5 per cent. took up work in occupations for which they had had some pre-Service training, so that altogether 82·7 per cent. returned to occupations in which they had received some training before call-up. It must be borne in mind that even when men are being trained under arrangements or in occupations for which deferment would normally be granted, it is entirely a matter of the man's own personal choice whether or not he applies for deferment. It is known from other sources that an appreciable number of men apply for and are granted deferment, but then decide, after a longer or shorter period, not to finish their training and their deferment "lapses".

It appears, however, judging from the sample covered by this enquiry, that a high proportion of these men go back after doing their National Service to the occupations for which they were being trained before they were called up.

### Number of jobs held before enlistment

27. Part II of Table II analyses the total sample into groups based on the number of jobs held before enlistment. This shows that the degree of resettlement varies inversely with the number of jobs held. Amongst those who had had only one job before enlistment, 94·3 per cent. were settled and 3·4 per cent. unsettled. Of those who had had three jobs, 84·3 per cent. were settled and 12·3 per cent. were unsettled, whilst amongst those who had had more than four jobs, the proportions were 64·2 per cent. settled and 31·2 per cent. unsettled. This suggests that a number of men who appeared to be unsettled after doing their National Service were in fact just as unsettled before, so that the incidence of National Service cannot be regarded as the primary cause of their instability.

### Age on enlistment

28. The groups based on age on enlistment (part III of Table II) show very little difference in the degree of resettlement between those who were under 19 years of age and those who were between 19 and 21 years of age when they were called up: in those groups about 90 per cent. were satisfactorily resettled. Those who were called up over the age of 21 had the highest proportion (94·4 per cent.) of men who were settled, 91·8 per cent. in industry and 2·6 per cent. in further education.

### Effect of National Service on men's outlook towards their pre-Service employment

29. Of 9,142 men who had been at work before doing their National Service, 5,805 (63 per cent.) returned to their pre-Service employment. The proportion rises to 67 per cent., if the 499 men who only took a job for the first time between three and six months before enlistment are excluded; probably few of these men felt that they were starting on their careers, and in fact 40·3 per cent. of them resumed their education on discharge. Employers had kept in touch with 3,463 men; 2,840 of them (82 per cent.) went back to their pre-Service employment, and, of these, 2,458 (86·5 per cent.) were still in the same job at the time of the enquiry, i.e., nine months after their discharge from the Forces. Of the 5,679 men who said they had heard nothing from their employers during their National Service, 52 per cent. went back to their old jobs and 77·7 per cent. of this group were still there nine months later. It is significant that a much higher proportion of young men whose employers had kept in touch with them while they were in the Forces went back to their pre-Service employment and these men showed a high degree of stability in their post Service jobs.

30. 324 men representing 3·5 per cent. of the total number who had been in employment before call-up said that they wanted to change from their pre-Service occupations in order to make use of skill and experience they had acquired in the Forces. Additional advantages which the men thought the careers they now wished to follow would offer were:—

	<i>No. of cases</i>
(a) better wages ... ..	160
(b) work more in line with personal inclinations ... ..	261
(c) other advantages connected with work, e.g., training, promotion ... ..	99
(d) advantages not connected with work, e.g., travelling, housing ... ..	49

## **B. BEFORE NATIONAL SERVICE**

### **Unemployment before National Service due to nearness of call-up**

31. In order to find out whether the prospect of National Service had adversely affected the men's chance of obtaining employment before they were called up, they were asked whether or not they had been unoccupied for more than a month at any time between their 17th birthday and enlistment. 487 men had been in this position, but of these 393 (80·7 per cent.) said that they had taken a holiday because call-up was imminent. Only 94, representing 1·2 per cent. of the 9,142 men who were in the employment field before enlistment, said that employers had been unwilling to engage them because of the nearness of call-up.

## **C. DURING NATIONAL SERVICE**

### **Service Occupations**

32. Each man was asked if his Service occupation was the same as or similar to his last pre-Service civilian employment or connected with his course of study if he had continued with full-time education up to the time of his enlistment. Where the man's Service occupation was not connected with his pre-Service employment or education he was also asked if this was because he himself had wanted to do something different, for example, if he had asked to be posted to a particular branch of the Forces or for some special form of service. The first part of this question was one of the most difficult on the interview record form, since it involved a fair amount of interpretation of the facts and the facts themselves were probably not very easy to ascertain in all cases: on 400 forms the question was unanswered. Table III of the Appendix shows the extent to which men who had served apprenticeships or had other systematic training with an employer or who had a university or other full-time course of further education served in a trade related to their industrial training or studies before enlistment.

33. It will be noticed that the numbers of apprentices (and others who had had occupational training) and students given in this Table differ slightly from those in groups 7 and 8 of Table II. There are two reasons for this. The first is that on some interview record forms the question of whether or not a man's Service occupation was related to his pre-Service employment or education was not completed (see para. 32): such cases, therefore, although they appear in Table II, could not be included in Table III. The second reason is that Table II shows only those students who had successfully completed their course, i.e., who had obtained their final qualifications, and those who had failed their examinations, whereas Table III covers also those who had obtained an intermediate qualification.

### **Apprentices and others who had had systematic training with an employer**

34. A description of this group is given in para. 20.

35. In this group 34·5 per cent. of those who had completed their training served in an allied trade, whereas only 19·9 per cent. of those who had not completed their training did so. This shows that men whose apprenticeship or occupational training was completed before call-up had a greater chance of being posted to an allied Service trade than men who had not completed their training. The Royal Navy employed the highest percentage (68·3 per cent.) of fully-trained men in trades allied to their civilian training; in the Army and Royal Air Force the percentages were considerably lower, being 31·9 per cent. for the Army and 35·9 per cent. for the Royal Air Force. In comparing the percentages of skilled men employed as tradesmen by the

three Services, it should be borne in mind that in 1951 the Royal Navy more or less confined their intake, apart from men recruited from the R.N.V.R., to skilled tradesmen for specific jobs. The Royal Air Force exercise a preliminary selection in their intake of National Service men, and this is probably reflected in their percentage of skilled men employed as tradesmen being slightly higher than the Army's.

36. In any assessment of the extent to which the Services make use of skilled tradesmen it must be remembered that the Services' trade structure is necessarily very different from that in industry, that the skills of many tradesmen, e.g., building craftsmen, printers, textile and clothing workers, cannot be used to any appreciable extent in the Services, and that in all three Services, but particularly in the Army, a large proportion of men must be employed on jobs that have no equivalent in civil life.

### **University and other full-time students**

37. Part II of Table III relates to university and full-time students at other institutions for further education, e.g., technical colleges. They have been divided into those who took a course in science or technology and those who took other subjects—the latter would cover Arts graduates.

38. Two separate analyses have been made of the figures relating to students in science and technology, one based on the statements made on the interview record forms and the other based on a reassessment of this evidence. It has already been pointed out (para. 32) that the question asking for a comparison to be drawn between the man's Service occupation and his pre-Service occupation or educational course involved a certain amount of interpretation, and a scrutiny of the forms showed that divergent opinions had been given on what appeared to be similar facts. For instance, in some cases men with degrees or other final qualifications in science or technology who had served in the electrical, wireless or engineering trades were described as having had Service occupations connected with their course of study, while in other cases men with the same educational background who had had the same Service occupations were classified as not having had an allied Service trade. There are probably two reasons for this diversity of opinion. The first is that the men took different views of the extent to which their educational qualifications were made use of, so that while some interpreted the question narrowly others, if their course of study had some bearing on their Service trade, were prepared to regard the two as allied. The second reason is that the science and technology group of students might well have included some men who had studied subjects, such as one of the biological sciences, which have no direct relevance to any Service trade.

39. The first analysis, which is set out in Part II, Section 1 (a) (i) of Table III is based entirely on the statements made on the interview record forms. This shows that 55.2 per cent. of the 252 students who had obtained an intermediate or final qualification in science or technology had a Service occupation connected with their course of study. The Royal Navy sample was too small to be significant, but the Army employed 63 per cent. of its science and technological students in related occupations and the corresponding percentage for the Royal Air Force was 40.2 per cent. Of the 113 students in this group who did not serve in an allied trade, 23 had specifically asked to do something different.

40. The second analysis, set out in Part II, Section 1 (a) (ii) of Table III is based on a reassessment of the statements given on the interview record forms of the 113 science and technology students who had been classified as not having served in an allied trade. It was found that of these, 51 had served in electronics and engineering trades. As it seemed likely that a

number of these men were in the same position as other science and technological students who had served in the same trades and had regarded them as connected with their course of study, it was decided to see what would be the effect of regarding these 51 men as having served in an allied Service trade. On this analysis 75.4 per cent. of the students who obtained an intermediate or final qualification in science or technology had a Service occupation related to their educational course. The Army employed 77.8 per cent. and the Royal Air Force 72 per cent. of their intake in allied Service occupation ; the Royal Navy sample was again insignificant.

41. It is appreciated that the reassessment may show matters in too favourable a light ; nevertheless it should be borne in mind that there are very few Service occupations in which a university man can use his training to the full in the same way that a skilled craftsman can.

42. Of the 176 Arts and other students who obtained an intermediate or final qualification, only 45 or 25.6 per cent. served in an allied trade, the percentages being 31.4 per cent. in the Army and 16.7 per cent. in the Royal Air Force. Of the 131 students in this group who did not serve in an allied trade 32 had asked to do something not connected with their course of study. It was only to be expected that the proportion of Arts and other students who were employed in allied trades would be much lower than for students in science and technology, since it would be exceptional for students, e.g., in history, English, languages, philosophy, politics or economics, to be employed in occupations related to their course of study. Those who had served in related occupations had been used in the main as interpreters, teachers or on administrative duties.

### **Number of graduates and students who took commissions**

43. Of the 477 men who had been at a university or other institution for full-time further education before call-up 128 or 26.8 per cent. took commissions. The percentage is much higher for university students or graduates alone ; of the 277 men who had been at a university before doing their National Service 113, or 40.8 per cent. became officers.

## **CONCLUSIONS**

44. The purpose of this enquiry was to find out whether National Service gives rise to problems bearing upon the employment, vocational guidance and resettlement of young men. The general conclusion to be drawn from the findings of the enquiry is that the majority of young men (about 90 per cent. of the sample) settle down satisfactorily in civilian life after doing their National Service, and that the number of men who return to their pre-Service employment is higher where employers kept in touch with them during their time in the Forces. Furthermore, these men show a high degree of stability in their post-Service jobs. It is only in a small minority of cases that National Service causes any employment problems.

45. A number of men who may seem at first sight to have been unsettled by National Service had in fact poor employment records before they were called up, so that their problems may be not so much resettlement problems caused by National Service as continuing employment problems that already existed before they were called up. The men who were most settled in civilian employment before National Service, e.g., those who had been apprentices or had had other systematic training and those who had had only one or two jobs before enlistment, had the least difficulty in settling down afterwards. This would indicate that vocational guidance is of the greatest value when it helps a boy to make up his mind about the career he wants to follow some



time before he is called up. He will then have had an opportunity either to get settled in a civilian job or to have had his training, or at any rate to have made his plans for further education or training, before he does his National Service; he can then take the two years in the Forces in his stride and resume his career or training for a career afterwards.

46. Most young men will have received some form of vocational guidance before they are called up, and the findings of this enquiry suggest that that is the vital stage at which vocational guidance can most effectively be given. There are, however, undoubtedly some young men who are in need of and would benefit from vocational guidance to help them in their choice of civilian employment after National Service.

47. Firstly, there are the young men who appear not to have benefited from vocational guidance before they were called up. The majority of young men who were found to be unsettled in industry in this enquiry were in the group who left school under the age of 15 years 6 months. Young persons leaving school at this age today receive vocational guidance through the Youth Employment Service. It must be remembered that the young men in this group covered by the enquiry would have left school before the reorganisation and development of the Youth Employment Service that followed the passing of the Employment and Training Act in 1948. The effect of vocational guidance should therefore show rather more on men who are doing their National Service today than on those covered by the enquiry. Nevertheless, in the experience of many Youth Employment Officers it is often just the young people who are most in need of further help and guidance who do not keep in touch with the Youth Employment Service, and National Service could provide a second opportunity for giving them the advice and assistance they need for a start in a job which offers employment suited to their wishes and capacities. Even so, it will clearly be more difficult to give vocational guidance to a man of 20, if he has not already got some training or experience for a worthwhile job, than if he were nearer school leaving age, and consideration will have to be given to the best method of developing the vocational guidance service to deal with the special problems of men of this type.

48. Secondly, there are the young men who may have been in a job which seemed suitable before they were called up, but whose outlook about the sort of job they want to do has been altered by National Service: it may have taught them new skills or given them fresh experiences so that their previous employment no longer satisfies them and the vocational guidance given them before National Service is no longer applicable. On the evidence of this enquiry the number of young men in this second category is very small—only 3 per cent. of the total number interviewed: nevertheless, they want a new start in employment after their National Service and their needs should be catered for.

49. It should be possible for the minority of young men who appear to be in need of vocational guidance on completing their National Service to be given advice through an extension of the arrangements that already exist. At present, information about resettlement in civilian life is circulated in all three Services by means of the Services Resettlement Bulletin and in other ways. This information is available to both National Servicemen and Regulars alike, and Servicemen in both classes are free to seek information or advice at any time from their Education or Resettlement Officers. In the Royal Air Force each National Serviceman is interviewed by his Education Officer three months before his discharge and offered advice about his resettlement. In the Army, National Servicemen are interviewed by their Commanding Officers and referred by them to Education Officers if they are found to have resettlement problems. The Royal Navy has not found it necessary to introduce

formal interviewing arrangements since the National Servicemen are few in numbers and for the most part engaged in specialised trades. Whilst this enquiry has shown that the numbers of National Servicemen likely to be in need of vocational guidance would not warrant any automatic or universal reference to Local Offices of the Ministry of Labour and National Service, these Service channels can be used to ensure that every National Serviceman is made fully aware that if he feels any doubt about what he wants to do or about his chances of finding work, or if he has made up his mind that he wants a change, the Local Office is ready to discuss his problems fully as well as to submit him to actual vacancies.

50. Although, as stated in the preceding paragraph, a small minority of young men would benefit from vocational guidance at the end of their period of National Service, the main conclusion that can be based on the findings of this enquiry is that National Service does not create any major problems of employment or resettlement. Although National Service must inevitably cause some disturbance in civilian careers, there is no evidence that for the great majority of the men concerned it causes any fundamental upset. Most of them, on completion of their time in the Forces, settle down in employment or resume their education without difficulty. National Service may have made a break in their careers but there is no indication that the break is any more than a temporary pause: afterwards the majority of young men soon take up the threads again.



# APPENDIX

TABLE I  
ANALYSIS OF TOTAL SAMPLE BY MAIN CATEGORIES

Total number of men interviewed = 10,708									
Category (1)	Number (2)	As percentage of total sample (3)	Men's opinions on how National Service has affected their position (percentages of column 2)				Interviewing Officers' opinions on whether men have a resettlement problem (percentages of column 2)		
			Better (4)	Unchanged (5)	Worse (6)	No opinion (7)	No (8)	Yes (9)	No opinion (10)
<b>Settled—</b>			Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
In industry ...	8,598	80.3	16.0	50.0	30.5	3.5	93.5	5.6	0.9
In further education ...	1,099	10.3	35.7	31.5	30.0	2.8	92.3	3.4	4.3
<b>Unsettled—</b>									
In industry ...	681	6.3	17.0	37.9	40.5	4.6	75.2	23.3	1.5
In further education ...	1	0.0	—	—	—	—	—	—	—
<b>Uncertain ...</b>	329	3.1	20.1	41.0	32.8	6.1	90.0	7.9	2.1
<b>TOTAL ...</b>	10,708	100.0							

TABLE II

## ANALYSIS OF PARTICULAR GROUPS BY MAIN CATEGORIES

## Part I: Groups based on type of education or training before enlistment

Total number of men interviewed=10,708

Group (1)	Number (2)	As percentage of total sample (3)	Percentages of Group Total (Column 2)					
			Settled		Unsettled		Uncertain (9)	
			In Industry (4)	In further Education (5)	Total (6)	In Industry (7)		In further Education (8)
1. Left school before 15 years 6 months ... ..	6,027	Per cent. 56·3	Per cent. 88·3	Per cent. —	Per cent. 88·3	Per cent. 8·8	Per cent. —	Per cent. 2·9
2. Left school or full-time course of further education between 15 years 6 months and 6 months before enlistment ... ..	2,616	24·4	91·1	2·9	94·0	3·0	—	3·0
3. Left school or full-time course of further education between 3 and 6 months before enlistment ... ..	499	4·7	56·1	40·3	96·4	0·4	—	3·2
4. Left school or full-time course of further education less than 3 months before enlistment ... ..	1,566	14·6	39·0	52·5	91·5	4·4	0·1	4·0
5. School Certificate or G.C.E. with 4 or more "Os" ...	1,669	15·6	76·0	18·3	94·3	2·8	—	2·9
6. Higher School Certificate or G.C.E. with 2 or more "As" ...	1,215	11·3	30·1	62·8	92·9	3·5	0·1	3·5
7. University or other Full-time Course in Further Educa- tion before Enlistment— (a) successfully completed ... ..	333	3·1	88·3	—	88·3	3·6	—	8·1
(b) failed ... ..	53	0·5	71·7	17·0	88·7	7·5	—	3·8
8. Apprenticeship or other Systematic Training before Enlistment— (a) completed ... ..	2,831	26·4	94·2	—	94·2	3·6	—	2·2
(b) not completed ... ..	1,652	15·4	91·8	—	91·8	5·8	—	2·4



TABLE III

Note: Percentages are shown in brackets except where the sample was insignificant.

TABLE SHOWING WHETHER OR NOT MEN SERVED IN A TRADE RELATED TO THEIR TRAINING OR EDUCATION BEFORE ENLISTMENT

## PART I

Apprentices and others who had had systematic training with an employer

Total number of men interviewed ... 10,708

Group	Number*	As percentage of total sample	All Services		R.N.		Army		R.A.F.		Royal Marines	
			Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
(a) Training completed ...	2,816	Per cent. 26.3	973 (34.5)	1,843 (65.5)	71 (68.3)	33 (31.7)	526 (31.9)	1,122 (68.1)	376 (35.9)	670 (64.1)	—	18
(b) Training not completed ...	1,627	15.2	323 (19.9)	1,304 (80.1)	10 (37)	17 (63)	213 (18)	969 (82)	97 (24.1)	305 (75.9)	3	13

## PART II

University and other full-time students

1. In science and technology— (a) intermediate or final qualification obtained— (i) Men's own statements	252	2.4	139 (55.2)	113 (44.8)	4	2	102 (63)	60 (37)	33 (40.2)	49 (59.8)	—	2
(ii) Re-assessment†	252	2.4	190 (75.4)	62 (24.6)	5	1	126 (77.8)	36 (22.2)	59 (72)	23 (28)	—	2
(b) course failed ...	24	0.2	5 (20.8)	19 (79.2)	—	—	2 (16.7)	10 (83.3)	3 (25)	9 (75)	—	—
2. In other subjects— (a) intermediate or final qualification obtained ...	176	1.6	45 (25.6)	131 (74.4)	2	4	32 (31.4)	70 (68.6)	11 (16.7)	55 (83.3)	—	2
(b) course failed ...	25	0.2	8 (32)	17 (68)	—	—	7 (41.2)	10 (58.8)	1 (4)	7 (28)	—	—

\* Numbers in this table differ from those in Table II. This is because the comparison tabulated here could not be made in every case. (See para. 33.)

† See paras. 38 to 41.